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CENTRAL INTELLIGENCE AGENCY  
INFORMATION REPORT

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SUBJECT Communist Party Organization and Methods of Control at the Jelcz Automobile Factory in Jelcz

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25 YEAR RE-REVIEW

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1. The Communist Party had the final word in all matters and activities in the Jelcz Automobile Factory (Jelczanskis Zaklady Samochodowe). The factory had three departments: 25X1

- a. Experimental and prototype production
- b. Production
- c. Overhaul

Each of these departments had a Basic Party Organization (P.O.P. - Podstawowa Organizacja Partyjna) headed by a Party secretary and two other members who formed the "executive" (Eksekutiwa). There was also an overall Factory Committee (Komitet Zakladowy) at the head of which was the overall Party secretary for the factory and two to four other members, one of whom was both deputy to the secretary and the head of the factory personnel or cadre (kadr) department. The Party secretary held no factory job, but was paid by the Party. Along with his committee he served as overseer to every activity in the factory. There were about 150 Party members in the factory, out of a total of 3500 employees, about 2000 of which were prison inmates.

2. The factory Party secretary and his committee worked very closely with the cadre department to see that only people they approved of were placed in the proper jobs. They even controlled the number of workers to be employed on a particular job in order to conserve manpower. At least once a month, every department and section head had to make a report of his activities and a report on the progress of production plans to the "Executive" or to the Factory Committee. Recommendations for promotion or dismissal submitted by a section or department head were also subject to the Party's approval. (The chief director of the factory who was an ex-lathe

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operator but an old Party member, once recommended the dismissal of several Party members from jobs for which they were universally considered as unqualified. The Party Factory Committee with the aid of the regional Communist Party and Trade Unions, subjected the director to "public censure" during a general factory meeting, for "a prewar capitalistic approach" to matters. He was forced to revoke his dismissal requests. [redacted] this preference for "loyal people" over qualified people is universally prevalent throughout Poland and causes much confusion, bitterness and inefficiency. 25X1

3. Each Party "Executive" had a regular weekly meeting and all the Party members had regular bi-monthly meetings but there were frequent special meetings of both for any factory matter, Communist Party occasions or celebrations, and for any overall Communist change of policy in the country or interpretation of some international event. Almost all of these meetings took place after working hours.
4. The Party held weekly two-hour classes or gatherings for what was called "ideological schooling" (Ideowe Szkolenie). The history of Communism, interpretations of history and interpretations of all important current events were taught in these classes. They were given for three different groups: Elementary, intermediate and advanced, and were designed especially for all department and section heads as well as the ordinary members of the Party. They took place after working hours and even though they were supposedly compulsory, only 20 to 30 people attend out of a possible 200. Those who failed to attend had to explain, although [redacted] thus far all alibis managed to get by without any serious consequences. 25X1
5. For non-Party workers, meetings were held about twice a month at which some Communistic speech was given after which Party provocateurs made attempts to arouse the workers to pledge more and more production. Sometimes these meetings were combined with some Communist holiday (1st of May, Stalin's Birthday etc.) to add impetus and inspiration to the promises to produce more. Whenever these meetings preceded a holiday like the 1st of May which was celebrated by parades, the Party gave instructions to be followed on the day of the event and attendance at these parades and events was more rigidly enforced. Shock-workers had priority over directors in marching at the head of a parade. ([redacted] the big scramble took place when workers, even Party members, tried to avoid carrying banners in the parades.) 25X1
6. All non-Party members, who held responsible jobs because of their ability were given assistants who were Party members and who kept an eye out for Party interests. Sometime this was reversed, as in the case of the general director of the factory, Ignacy Rutkowski who was not qualified for his job but had qualified assistants. [redacted] it was only a matter of time before the Party has sufficient numbers of experienced men to replace the "non-reliables". 25X1
7. Whenever an employee (usually one with a responsible job and non-Party) was suspected of inefficiency and/or sabotage, he was called before the Party "Executive" to present and defend his case. In these cases a person selected by the "Executive" was present in order to refute the accused man's justification. This "witness" was selected on the basis of knowledgeability of the case and loyalty to the Party with the latter requisite usually overshadowing the first. (The accused man was called a "referent"

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of his own case and the selected refuter was called "ko-referent").

8. Whenever a minister or vice-minister visited the factory he would always see the factory Party authorities. [redacted] the official would sometimes not see the director and/or the technical experts but he never omitted seeing representatives of the Party. 25X1
9. The overall physical and political security was taken care of by the shop "Security" (Ochrona) department. This department was composed of the U.B. (Urząd Bezpieczeństwa - Security Police) which handled all shop security matters (physical and documentary) and serious political difficulties, the K.B.W. (Korpus Bezpieczeństwa Wewnętrznego - Internal Security Corps) which had its special armed stations for external physical security, and the uniformed civilian "Industrial Guard" (Straz Przemysłowa) which checked gates and departments for properly documented entry and exits.

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